

Deputy Minister Task Force on Diversity and Inclusiveness

Monday, December 4, 2017, 9:30 a.m. – 11:30 a.m.

365 Laurier Avenue West, Ottawa, ON
(Grosse-Île Boardroom, 20th floor, Jean Edmonds Tower South)

ANNOTATED MEETING AGENDA

9:30 a.m. 1: Opening Remarks and Welcome (5 mins)

Purpose: To provide an overview of the meeting.

Presenters:

- Gina Wilson, Status of Women Canada
- Marta Morgan, Immigration, Refugees and Citizenship Canada

Documents: Meeting Agenda [TAB 1]
List of Members [TAB 1A]

Summary: The meeting will be divided in three parts.
The first part of the meeting will be a presentation by ESDC on their initiatives to address the labour market gender gap

The second part of the meeting will also be a presentation by ESDC where their Deputy Minister of Labour will present an overview of the new federal accessibility legislation. The presentation will lead to a discussion on how the work of the Task Force can expand on existing work to support persons with disabilities.

The third part of the meeting will be a presentation by the two co-leads of the Sub-Committee on Diversity and Inclusion providing an update on work to date on the diversity and inclusion stream.

9:35 a.m. 2: Presentation on Gender Gap – ESDC**(40 mins)**

Purpose: To provide an overview of ongoing work at Employment and Social Development Canada (ESDC) to address the labour market gender gap, [REDACTED]

Presenters:

- Benoît Robidoux, Associate Deputy Minister, ESDC
- Lori Sterling, Deputy Minister of Labour

Documents:

- Deck – Moving Forward to Reduce the Gender Gap [TAB 2]

Background:

The presentation will explore a diagnostic of differences in labour market outcomes between men and women (the gender gap) related to participation, wages, and representation in non-traditional sectors, occupations and leadership positions. [REDACTED]

The presentation also compiles government-wide initiatives advancing

gender equality [REDACTED]

Possible remarks/questions for presenters

- Supporting families and learning and skills development are areas where INFC is active:
 - **Supporting families**
 - The Investing in Canada Plan includes a gender equality dimension. The Plan recognizes that women benefit from infrastructure investments in many ways, including enhanced access to employment and social opportunities. Canada's investments in public transit, early learning and child care will have positive impacts on the participation of women in the workforce.

○ **Learning and skills development**

- Similar federal initiatives could support gender equality as it will encourage the employment of women and other under-represented groups in trades and in non-traditional sectors and occupations.
- INFC uses GBA + to identify deliberately and explicitly ways the department can help close the gender gap
- In our conversation with project proponents, primarily province and territories, we can use our convener status to introduce new ideas and new ways of thinking about problem such as gender gap.

10:15 a.m. 3: Presentation on new Federal Accessibility Legislation – ESDC (40 mins)

Purpose:

Presenter:

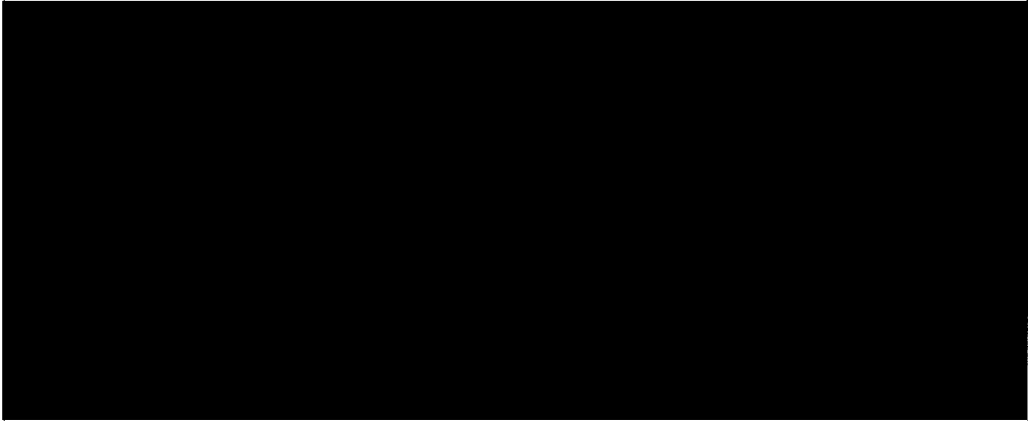
- Lori Sterling, Deputy Minister of Labour

Documents:

- Deck – Accessible Canada [TAB 3]

Background:

Possible remarks/questions for presenters:



10:55 a.m. 4: Sub-Committee on Diversity and Inclusion: Update (30 mins)

Purpose: To inform on the latest developments related to diversity and inclusion, present a possible diversity and inclusion vision and framework, and provide information on the medium-term policy approach and next steps.

Presenter:

- Jérôme Moisan, Director General, Canadian Heritage (Co-Lead of the Sub-Committee)
- Shelley Whiting, Director General, Global Affairs Canada (Co-Lead of the Sub-Committee)

Documents:

- Deck – Sub-Committee Update on Diversity and Inclusion [TAB 4]

Background:

The deck presentation presents the latest and upcoming developments on Diversity & Inclusion. A working vision statement with four objectives and key principles are also detailed. Updates on the ongoing mapping exercise and medium-term planning are also detailed.

Possible remarks/questions for presenters:

- INFC would be interested in hearing more from lead departments in the implementation of the proposed Diversity and Inclusion frame in initiative related to: relations with indigenous people, feminism, inclusive workforce and strong and resilient communities.
- I know my department already provided input for the mapping exercise, but is it realistic to think we will have time to review and provide planning advice by December?
- I am looking forward to the results of the workplan to see how it could change current practices.

11:25 a.m. 5: Closing/Next Steps (5 mins)

Purpose: To summarize the discussion and next steps for consideration including direction for sub-committees. Co-Chairs will also lead the discussion for proposed Task Force retreat for January 2018.

Presenters:

- Gina Wilson, Status of Women Canada
- Marta Morgan, Immigration, Refugees and Citizenship Canada

NIL points to raise

Deputy Minister Task Force on Diversity and Inclusiveness
Monday, December 4, 2017, 9:30am – 11:30am
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MEETING AGENDA

9:30 a.m. 1: Opening Remarks and Welcome (5 mins)

- Co-Chairs to open the meeting

9:35 a.m. 2: Presentation on Gender Gap - ESDC (40 mins)

Purpose: To provide an overview of ongoing work at Employment and Social Development Canada (ESDC) to address the gender gap.

Presenters (10 mins): **Benoît Robidoux**, Associate Deputy Minister, ESDC
Lori Sterling, Deputy Minister of Labour

Discussion (30 mins)

Document: Deck – Moving Forward to Reduce the Gender Gap

10:15 a.m. 3: Presentation on new Federal Accessibility Legislation - ESDC (40 mins)

Purpose:

Presenter (10 mins): **Lori Sterling**, Deputy Minister of Labour

Discussion (30 mins)

Document: Deck – Accessible Canada

10:55 a.m. 4: Sub-Committee on Diversity and Inclusion: Update (30 mins)

Purpose: To provide an update on work to date on the diversity and inclusion stream.

Presenters (10 mins): **Jérôme Moisan**, Director General, Canadian Heritage (Co-Lead of the Sub-Committee)
Shelley Whiting, Director General, Global Affairs Canada (Co-Lead of the Sub-Committee)

Discussion (20 mins)

Document: Deck – Sub-Committee Update on Diversity and Inclusion

11:25 a.m. 5: Closing/Next Steps (5 mins)

- Co-Chairs to summarize the discussion and next steps, including direction for sub-committees.
- Co-Chairs to discuss proposed Task Force retreat for January 2018.

Groupe de travail des sous-ministres sur la diversité et l'inclusion

Lundi 4 décembre 2017, 9 h 30 à 11 h 30

365, avenue Laurier Ouest, Ottawa (Ontario)

Tour Jean-Edmonds Sud, 20^e étage

Salle de conférence Grosse-Île

ORDRE DU JOUR

9 h 30 1. Accueil et remarques préliminaires (5 min)

- Les coprésidentes ouvrent la réunion

9 h 35 2. Présentation d'EDSC sur l'écart entre les sexes (40 min)

Objet : Aperçu des travaux réalisés par Emploi et Développement social Canada (EDSC) en vue de combler l'écart entre les sexes.

Responsables (10 min) : **Benoît Robidoux**, sous-ministre adjoint, EDSC
Lori Sterling, sous-ministre du Travail

Discussion (30 min)

Document : Présentation sur les efforts déployés par EDSC pour combler l'écart entre les sexes

10 h 15 3. Présentation du projet de loi fédérale sur l'accessibilité – EDSC (40 min)

Objet :

Responsable (10 min) : **Lori Sterling**, sous-ministre du Travail

Discussion (30 min)

Document : Présentation sur le projet de loi et les mesures de soutien à l'accessibilité offertes par EDSC

10 h 55 4. Sous-comité sur la diversité et l'inclusion : mise à jour (30 min)

Objet : Aperçu du travail réalisé jusqu'à présent sur le volet de la diversité et de l'inclusion.

Responsables (10 min) : **Jérôme Moisan**, directeur général, Patrimoine canadien (coprésidence du sous-comité)
Shelley Whiting, directrice générale, Affaires mondiales Canada (coprésidence du sous-comité)

Discussion (20 min)

Document : Présentation sur le volet de la diversité et de l'inclusion

11 h 25 5. Clôture et suites (5 min)

- Les coprésidentes font une synthèse de la discussion et des suites à donner, y compris les directives aux sous-comités.
- Les coprésidentes parlent du projet de lac-à-l'épaule pour les membres du groupe de travail, en janvier ou février 2018.

SECRET

NOW AND TOMORROW EXCELLENCE IN EVERYTHING WE DO



Accessible Canada

Task Force on Diversity and Inclusiveness Meeting
December 2017



Employment and
Social Development Canada

Emploi et
Développement social Canada

Canada

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Employment and
Social Development Canada

Emploi et
Développement social Canada

Canada

Commitment

The Minister of Sport and Persons with Disabilities was mandated **to develop and introduce new federal accessibility legislation**, which “should be ambitious, lead to more consistent experiences of accessibility across Canada, and apply across matters under the responsibility of the Government of Canada, and ensure that the Government leads by example.”



Employment and
Social Development Canada

Emploi et
Développement social Canada

Canada

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pursuant to paragraphs
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69(1)(g)re:(f)
de la *loi sur l'accès à l'information***

SECRET

MAINTENANT ET DEMAIN L'EXCELLENCE DANS TOUT CE QUE NOUS ENTREPRENONS



Canada accessible

Groupe de travail sur la diversité et l'inclusion

Décembre 2017



Emploi et
Développement social Canada

Employment and
Social Development Canada

Canada

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Annexe B Investissements essentiels et complémentaires pour l'ensemble des
trois piliers



Emploi et
Développement social Canada

Employment and
Social Development Canada

Canada

Engagement

Le ministre des Sports et des Personnes handicapées s'est vu confier le mandat **de rédiger et de déposer une nouvelle loi fédérale sur l'accessibilité**, qui « [...] devra être ambitieuse, se traduire par des expériences uniformes en matière d'accessibilité partout au Canada, s'appliquer aux questions relevant de la compétence du gouvernement du Canada et veiller à ce que le gouvernement dirige en donnant l'exemple ».



Emploi et
Développement social Canada

Employment and
Social Development Canada

Canada

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**Deputy Minister Task Force on Diversity and Inclusiveness /
Groupe de travail de sous-ministres sur la diversité et l'inclusion**

Deputy Minister Membership / Membres des sous-ministres

Member/Membre	Department/Ministère
Marta Morgan	Immigration, Refugees and Citizenship Canada (co-chair)
Gina Wilson	Status of Women Canada (co-chair)
Christine Donoghue	Health Canada
Chris Fox	Privy Council Office
Diane Jacovella	Global Affairs Canada
Diane Laffleur	Indigenous and Northern Affairs Canada
Yazmine Laroche	Infrastructure Canada
David McGovern	Innovation, Science and Economic Development
Tina Namiesniowski	Canada Border Services Agency
Benoît Robidoux	Employment and Social Development Canada
Guyline Roy	Canadian Heritage
Lori Sterling	Labour
Matthew Mendelsohn ^(new)	Privy Council Office
Michael Vandergriff ^(new)	Public Services and Procurement Canada

Membership to Sub-Committees / Membres des sous-comités

Feminist Government Sub-Committee / Sous-comité sur une approche féministe du gouvernement

	Sub-Committee Member	Department
1	Suzanne Cooper	Status of Women Canada (co-lead & Secretariat)
2	Alexandrea Howard	Finance Canada (co-lead)
3	Justine Akman	Status of Women Canada
4	Colin Boyd	Canada Border Services Agency
5	Michael Collins	Indigenous and Northern Affairs Canada
6	Samantha McDonald	Privy Council Office - LGBTQ2 Secretariat
7	Barbara Moran	Labour
8	Louise Payette	Health Canada
9	Helen Smiley	Canadian Heritage
10	Nancy Smyth	Global Affairs Canada
	<i>Stephanie Leung</i>	<i>Secretariat for Task Force</i>

Diversity and Inclusion Sub-Committee / Sous-comité sur la diversité et l'inclusion

	Sub-Committee Member	Department
1	Jérôme Moisan	Canadian Heritage (co-lead)
2	Shelley Whiting	Global Affairs Canada (co-lead)
3	Jocelyn Andrews	Health Canada
4	David Dendooven	Indigenous and Northern Affairs Canada
5	Carl Desmarais	Canada Border Services Agency
6	Carolyn Dittburner	Privy Council Office - Intergovernmental Affairs
7	Christina Norris	Privy Council Office - Results and Delivery Unit
8	Philip Somogyvari	Immigration, Refugees and Citizenship Canada
9	James van Raalte	Office of Persons with Disabilities - Employment and Social Development Canada
	<i>Stephanie Leung and Suzanne Cooper</i>	<i>Secretariat for Task Force</i>
<i>Also invited as participants: LGBTQ Secretariat (Privy Council Office); Public Safety Canada; Treasury Board Secretariat (Joint Task Force of Union/Management on Diversity and Inclusion Secretariat)</i>		

Diversity and Inclusion – Update on Sub-Committee Work

Deputy Minister Task Force on Diversity and Inclusiveness

Meeting of December 4, 2017



Government
of Canada

Gouvernement
du Canada

Purpose

1. To inform on latest developments related to diversity and inclusion.
2. To present a possible diversity and inclusion vision and framework.
3. To provide information on the medium-term policy approach and next steps.

Latest and Upcoming Developments on Diversity & Inclusion

Examples of key developments undertaken or underway:

- Domestic data and trends
 - *Statistics on hate crimes, diversity, Indigenous*
- Key actions and events supporting public policy
 - *Report on M-103, LGBTQ2 apology, Meeting of Federal-Provincial/Territorial ministers on human rights, upcoming federal accessibility legislation*
- Corporate/organizational
 - *Final report from the Joint Union/Management Task Force on Diversity and Inclusion in the Public Service*
 - *Reports from Government of Canada Champions on the public service – Indigenous, persons with disabilities, Official Languages*
- Intergovernmental initiatives
 - *Quebec Bill 62, Nova Scotia land ownership, Alberta Measuring Inclusion Tool*
- Recent and planned conferences
 - *Victoria Forum, People of African Descent, Conference Board of Canada, National Black Canadians Summit*
- International
 - *Multilateral actions and activities (G7, United Nations)*

Working Vision Statement and Key Principles

Working Vision Statement:

Working towards a Canada free of discrimination where the Government of Canada leads by example at home and abroad, by providing equitable opportunities to all Canadians so they can realize their full potential, and identify themselves as valued members of Canadian society, while promoting these values and approaches internationally.

Proposed Diversity & Inclusion Frame :

Values & Principles	Key Legislation	Approaches	Lead Departments
Respect Relations with Indigenous peoples Sense of belonging Civic participation Equitable access to opportunities Equitable access to resources Overcome marginalization and exclusion Feminism Intersectionality Inclusive workforce Strong and resilient communities Reinforcing rights	<i>Charter of Rights and Freedoms</i> <i>Employment Equity Act</i> <i>Official Languages Act</i> <i>Multiculturalism Act</i> <i>Canadian Human Rights Act</i> <i>(Upcoming federal accessibility legislation – TBC)</i>	Corporate/Organizational: Mainstream/integrate diversity and inclusion Gender-based analysis plus Gender budgeting Multiculturalism annual report Data strategy Human resources policies Domestic Policy: Partnerships Diversity and inclusion indicators International: Multilateral (e.g. United Nations, Universal Periodic Review, G7) Working towards achieving sustainable development goals Incentivize inclusion abroad	All departments/agencies are implicated Employment and Social Development Canada (including Labour and Service Canada) Global Affairs Canada Health Canada Public Health Agency Canada Indigenous and Northern Affairs Canada Treasury Board Secretariat Finance Canada Immigration, Refugees and Citizenship Canada National Defense Canadian Heritage Privy Council Office Public Safety Canada Royal Canadian Mounted Police Statistics Canada Status of Women Canada Innovation, Science and Economic Development Canada Canada Border Services Agency

Diversity and Inclusion Objectives



Ongoing Work of Sub-Committee: Mapping Exercise

Leverage the best practices and lessons learned from other jurisdictions, based on input from federal departments/agencies and outreach to Provinces/Territories and municipalities to achieve the following purpose and goals:

- **Purpose:**

- Confirm inventory of **current measures** related to diversity and inclusion;
- Identify **policy problems** that current measures attempt to address;
- Analyse **the degree to which** current measures address policy problems; and
- Determine **other potential measures** to further work on diversity and inclusion.

- **Goals:**

- Identify gaps and complementarity of current measures;
- Encourage departments to consider potential new areas of work; and
- Identify the areas for 'deep dives' to advance work on medium-term planning advice.

Ongoing Work of Sub-Committee: Medium-Term Planning

To leverage existing consultative work and continue to draw on the knowledge and experience of experts, and internal and external stakeholders, to identify potential areas for medium-term planning initiatives, including from:

- **Government of Canada**
 - Deputy Minister Policy Committees and Sub-Committees
(E.g. Inclusive Growth, Feminist Government Sub-Committee)
 - Privy Council Office Secretariats
(E.g. Youth, LGBTQ2, Public Service Renewal)
 - Treasury Board Canada's Secretariat
(Joint Union Management Task Force on Diversity and Inclusion in the Public Service)
- **Other Levels of Government**
 - Provinces and Territories
 - Municipal governments
- **External Stakeholders**
 - Indigenous partners
 - Civil society representatives and experts
 - International experts

Next Steps

Timeline	Diversity & Inclusion Stream
Fall 2017 (Nov-Dec)	<p>Sub-Committee mapping exercise of Government of Canada initiatives, to inform:</p> <ul style="list-style-type: none"> • Development of key policy areas for medium-term planning advice; and • Working Groups among member departments for 'deep dives' to advance work on key policy areas for medium-term planning advice.
Winter 2018 (Jan-Mar)	<p>Discussion at extended meeting of Deputy Minister Task Force (mini-retreat), to include:</p> <ul style="list-style-type: none"> • Views from DMs on their department's work that support diversity and inclusion; • Discussion of preliminary findings from mapping exercise; and • Direction from DMs on prioritizing key policy areas for medium-term planning. <p>Sub-Committee to organize a DM Task Force meeting to hear from external experts/stakeholders on diversity and inclusion (domestic policy, international policy, and/or organization/corporate policy).</p> <p>Sub-Committee consultation and engagement with external experts on key policy areas for medium-term planning advice.</p>
Spring 2018 (April-June)	Discussion at DM Task Force meeting on prioritizing potential options for initiatives to develop (low/medium/high ambition) within the key policy areas for medium-term planning.
Summer 2018 (July-Aug)	Sub-Committee development of potential initiatives within the key policy areas for medium-term planning.
Fall 2018 (Sept-Dec)	Sub-Committee development of medium-term planning framework and recommendations on initiatives within the key policy areas.
Winter 2019 (Jan-Mar)	Seek concurrence from DMs at DM Task Force meeting of medium-term planning framework and recommendations on initiatives within the key policy areas.
Spring 2019 (April-June)	DM Co-Chairs to present final medium-term planning framework and recommendations to Coordinating Committee of Deputy Ministers/Clerk, to seek concurrence.
Rest of 2019	Sub-Committee engagement and socialization of federal departments on final medium-term planning advice.

Annex A: Definitions

Diversity is the mix of differences and similarities among groups and people.

- Diversity is a fact and a reality. Diversity exists and is expressed in many forms, both visible (e.g. ethnicity, race, gender) and invisible (e.g. beliefs, education, language).

Inclusion is getting the mix to work, live and play well together.

- It is about valuing, respecting and supporting all individuals, fostering a sense of belonging, and consciously and actively creating the conditions for equitable participation. This includes openness, equal access for representation and confronting all forms of discrimination and exclusion.
- Inclusion requires conscious and deliberate efforts to ensure that policies, programs, and services are designed and implemented with an equity lens.
- Inclusion is the right and smart thing to actively pursue, to enable everyone to fully participate and benefit in society.

Diversité et inclusion : mise à jour sur les travaux du sous-comité

Groupe de travail des sous-ministres sur la diversité et l'inclusion

Réunion du 4 décembre 2017



Government
of Canada

Gouvernement
du Canada

Objet

1. Informer des plus récents progrès en matière de diversité et d'inclusion.
2. Présenter une vision et un cadre possibles pour la diversité et l'inclusion.
3. Fournir de l'information sur l'approche à moyen terme de la politique et sur les prochaines étapes.

Récents progrès et les derniers développements en matière de diversité et d'inclusion

Voici quelques exemples d'importantes évolutions en cours :

- Données et tendances nationales
 - *statistiques sur les crimes haineux, la diversité, les Autochtones*
- Mesures et activités clés de soutien des politiques publiques
 - *rapport sur la motion M-103, excuses présentées à la communauté LGBTQ2, réunion des ministres fédéraux, provinciaux et territoriaux sur les droits de la personne, loi fédérale prévue sur l'accessibilité*
- À l'échelon des ministères et organisations
 - *Rapport final du Groupe de travail conjoint syndical-patronal sur la diversité et l'inclusion dans la fonction publique*
 - *Rapports des champions du gouvernement du Canada sur la fonction publique – les autochtones, les personnes handicapées, les langues officielles*
- Initiatives intergouvernementales
 - *Projet de loi 62 du gouvernement du Québec, propriété foncière en Nouvelle-Écosse, outil albertain de mesure de l'inclusion*
- Conférences récentes et prévues
 - *Forum de Victoria, Personnes d'ascendance africaine, Conference Board du Canada, Sommet pancanadien des communautés noires*
- Scène internationale
 - *Mesures et activités multilatérales (G7, Organisation des Nations Unies)*

Énoncé potentiel de la vision et principes clés

Énoncé de vision possible

Promouvoir un Canada exempt de discrimination où le gouvernement fédéral donne l'exemple, sur son territoire et à l'étranger, en présentant à tous les Canadiens des possibilités équitables afin qu'ils puissent se réaliser à la hauteur de leurs capacités et se considérer en tant que membres estimés de la société canadienne, tout en promouvant ces valeurs et approches sur la scène internationale.

Cadre proposé en matière de diversité et d'inclusion

Valeurs et principes	Législations clés	Approches	Ministères et organismes responsables
Respect Relations avec les peuples autochtones Sentiment d'appartenance Engagement communautaire Accès équitable aux possibilités Accès équitable aux ressources Élimination de la marginalisation et de l'exclusion Féminisme Intersectionnalité Population active inclusive Collectivités fortes et résilientes Renforcement des droits	<i>Charte canadienne des droits et libertés</i> <i>Loi sur l'équité en matière d'emploi</i> <i>Loi sur les langues officielles</i> <i>Loi sur le multiculturalisme canadien</i> <i>Loi canadienne sur les droits de la personne (la loi fédérale prévue sur l'accessibilité)</i>	À l'échelon des ministères et organisations Inscription ou intégration, dans le courant dominant, de la diversité et de l'inclusion Analyse comparative entre les sexes augmentée Budgétisation fondée sur le genre Stratégie des données Politiques en matière de ressources humaines Rapport annuel sur l'application de la <i>Loi sur le multiculturalisme canadien</i> Au Canada Partenariats Indicateurs de la diversité et de l'inclusion Sur la scène internationale Approches multilatérales (p. ex. ONU, Examen périodique universel, G7) Travail pour l'atteinte des objectifs de développement durable Promouvoir l'inclusion à l'étranger	Tous les ministères et tous les organismes gouvernementaux sont impliqués Emploi et Développement social Canada (incluant Travail Canada et Service Canada) Affaires mondiales Canada Santé Canada Agence de la santé publique du Canada Affaires autochtones et du Nord Canada Secrétariat du Conseil du Trésor Ministère des finances du Canada Immigration, Réfugiés et Citoyenneté Canada Défense nationale Patrimoine canadien Bureau du Conseil privé Sécurité publique Canada Gendarmerie royale du Canada Statistique Canada Condition féminine Canada Innovation, sciences et développement économique Canada Agence des services frontaliers du Canada

Objectifs en matière de diversité et d'inclusion

Objectif 1

Raviver la fierté

Promouvoir un sentiment d'appartenance au Canada, de respect de la diversité et l'inclusion de tous ceux qui vivent dans la société canadienne.

Objectif 2

Éliminer les obstacles

Assurer un accès équitable aux possibilités et accroître la participation au sein de la société canadienne.

Objectif 3

Donner l'exemple et bénéficier des avantages

Accroître la diversité et l'inclusion au sein de la fonction publique fédérale.

Objectif 4

Agir en tant que leader à l'échelle mondiale

Promouvoir le respect de la diversité et de l'inclusion sur la scène internationale.

Au Canada

À l'échelon des
ministères et
organisations

Sur la scène
internationale

Travail en cours des sous-comités : exercice de schématisation

Tirer parti des pratiques exemplaires et des renseignements tirés d'autres administrations, en se fondant sur l'apport d'autres ministères et organismes fédéraux et sur les interventions dans les provinces, les territoires et les municipalités, pour réaliser les intentions et les buts et objectifs énoncés ci-dessous.

- **Objectifs**

- Confirmer la liste des **mesures actuelles** en matière de diversité et d'inclusion;
- cerner les **problèmes stratégiques** que les mesures actuelles visent à résoudre;
- analyser **jusqu'à quel point** les mesures actuelles règlent les problèmes relatifs aux politiques;
- définir d'**autres mesures possibles** d'avancement des efforts en faveur de la diversité et de l'inclusion.

- **Buts**

- Recenser les lacunes des mesures actuelles et en mesurer la complémentarité;
- encourager les ministères et organismes à envisager de nouveaux domaines possibles de travail;
- reconnaître les domaines où des séances de travail approfondi permettront de faire progresser les conseils de planification à moyen terme.

Travail en cours des sous-comités : planification à moyen terme

Tirer parti du travail de consultation existant et continuer de se fonder sur le savoir et l'expérience d'experts et d'intervenants internes et externes pour dégager des domaines possibles d'application d'initiatives de planification à moyen terme, notamment à partir des sources ci-dessous.

- **Gouvernement du Canada**

- Comités et sous-comités des sous-ministres chargés des politiques
(p. ex. Sous-comité de la croissance inclusive et du gouvernement féministe)
- Secrétariats du Conseil privé
(p. ex. Jeunesse, LGBTQ2, Renouvellement de la fonction publique)
- Secrétariat du Conseil du Trésor du Canada
(Groupe de travail conjoint syndical-patronal sur la diversité et l'inclusion dans la fonction publique)

- **Autres ordres de gouvernement**

- Gouvernements provinciaux et territoriaux
- Administrations municipales

- **Intervenants externes**

- Partenaires autochtones
- Représentants et experts de la société civile
- Experts internationaux

Prochaines étapes

Échéancier	Volet de la diversité et de l'inclusion
Automne 2017 (novembre et décembre)	<p>Exercice de schématisation du sous-comité sur les initiatives du gouvernement du Canada ayant pour but de justifier :</p> <ul style="list-style-type: none"> • l'élaboration des principaux domaines de politique en vue de la fourniture d'avis sur la planification à moyen terme; • les groupes de travail issus des ministères membres en vue de leurs séances approfondies d'avancement des travaux sur les grands secteurs de politique en ce qui a trait à la fourniture de conseils sur la planification à moyen terme.
Hiver 2018 (de janvier à mars)	<p>Discussion lors de la réunion élargie du groupe de travail des sous-ministres (mini-séance de réflexion), notamment :</p> <ul style="list-style-type: none"> • vues des sous-ministres sur le travail de leur ministère en appui à la diversité et à l'inclusion; • conclusions préliminaires issues de l'exercice de schématisation; • orientation des sous-ministres sur la hiérarchisation des domaines principaux de politique dans l'optique de la planification à moyen terme. <p>Le Sous-comité doit organiser une réunion du groupe de travail des sous-ministres pour écouter des experts et des intervenants sur la diversité et l'inclusion (politiques intérieures, politiques internationales, politiques ministérielles ou organisationnelles).</p> <p>Le sous-comité consultera des experts externes et collaborera avec eux sur les secteurs clés des politiques aux fins de la fourniture de conseils sur la planification à moyen terme.</p>
Printemps 2018 (d'avril à juin)	<p>Discussion, lors de la réunion du groupe de travail des sous-ministres, sur la hiérarchisation des options possibles d'initiatives à élaborer (ambition modeste/moyenne/élevée) au sein des grands domaines de politique de la planification à moyen terme.</p>
Été 2018 (juillet et août)	<p>Élaboration, par le sous-comité, d'initiatives potentielles au sein des grands secteurs de politique en vue de la planification à moyen terme.</p>
Automne 2018 (de septembre à décembre)	<p>Élaboration, par le sous-comité, du cadre de planification à moyen terme et formulation de recommandations sur les initiatives appartenant aux grands secteurs de politique.</p>
Hiver 2019 (de janvier à mars)	<p>Obtention du concours des sous-ministres lors de la réunion du groupe de travail des sous-ministres en ce qui a trait au cadre de planification à moyen terme et aux recommandations sur les initiatives relevant des grands domaines de politique.</p>
Printemps 2019 (d'avril à juin)	<p>Présentation, par les coprésidents SM, du cadre final de planification à moyen terme et des recommandations à soumettre au Comité de coordination des sous-ministres et du greffier, en vue de l'obtention de leur concours.</p>
Reste de l'année 2019	<p>Mobilisation du sous-comité et approches des ministères et des organismes fédéraux sur la version finale des conseils de planification à moyen terme.</p>

Annexe A : définitions

Diversité Ensemble des différences et des ressemblances entre les groupes et les gens.

- La diversité est un fait et une réalité. Elle existe et s'exprime de bien des manières, tant visibles (p. ex. l'ethnicité, la race, le sexe) qu'invisibles (p. ex. les croyances, l'éducation, la langue).

Inclusion Fait d'amener les citoyens à travailler, vivre et se divertir ensemble de façon cordiale et collégiale.

- Il s'agit d'apprécier, de respecter et de soutenir tous les individus, de favoriser un sentiment d'appartenance et d'installer consciemment et activement les conditions d'une participation équitable. Cette notion englobe l'ouverture, l'accès égal à la représentation et la confrontation de toutes les formes de discrimination et d'exclusion.
- L'inclusion exige l'investissement d'efforts conscients et délibérés pour faire en sorte que les politiques, programmes et services soient conçus et mis en œuvre dans l'optique de l'équité.
- L'inclusion est la chose correcte et intelligente à faire pour donner à chacun les moyens de participer pleinement à la société et d'en profiter.



BRIEFING NOTE TO THE DEPUTY MINISTER

ENGAGEMENT APPROACH WITH NATIONAL INDIGENOUS ORGANIZATIONS

(For Signature)

ISSUE

- The purpose of this note is to seek approval for officials to propose to National Indigenous Organizations (NIOs) the development of a long-term process to review the implementation of integrated bilateral agreements (IBAs) and the prioritization of projects that benefit Indigenous Peoples.

BACKGROUND

- Budget 2017 outlined the Government's commitment to renewing the relationship between Canada and Indigenous Peoples based on recognition of rights, respect, co-operation and partnership respecting a nation-to-nation relationship.
- INFC seeks to enhance its engagement with Indigenous organizations through a more directed and sustained engagement approach. INFC is now working in a new environment which brings many changes to how the Government of Canada (GOC) works with Indigenous Peoples towards reconciliation (**Annex A**). How this new environment potentially implicates INFC (and our engagement processes) will be the subject of separate briefing notes.
- [REDACTED] engagement processes with Modern Treaty/Self Governing (MT/SG) groups were held in 2016 and in June 2017; the previous Deputy Minister met with various First Nations Chiefs upon request; INFC undertook specific engagement with First Nations partners on Canada's Core Public Infrastructure Survey (CCPI) (**Annex B**); and the Smart Cities team has also engaged Indigenous organizations. See **Annex C** for an overview of engagement to date, what we have heard, and changes we have made to INFC's funding conditions.
- INFC is currently engaging on our overall programming through bilateral meetings with the three key GOC-recognized NIOs: The Assembly of First Nations (AFN), Inuit Tapiriit Kanatami (ITK), and Métis National Council (MNC).

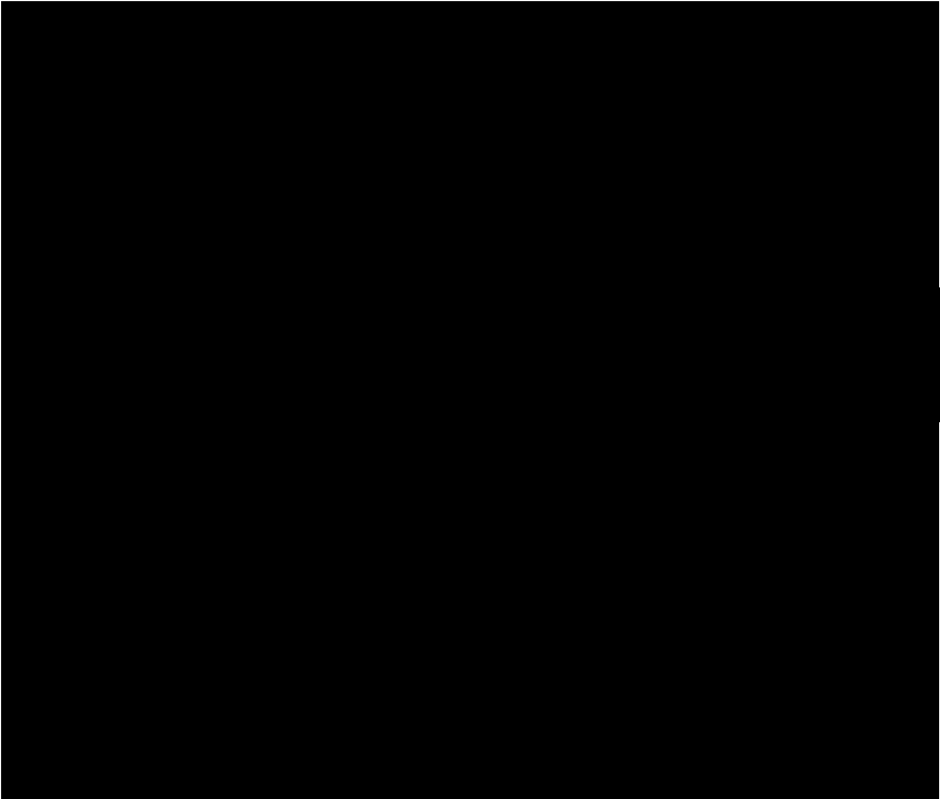
CONSIDERATIONS

- The current practice of the GOC is to use a "distinction-based approach" where departments engage separately with First Nations, Inuit and Métis to respect their culturally distinct and unique needs and approaches.
- The most effective engagement process will require relationship-building with each organization, to build trust and mutual understanding of issues, constraints and priorities. It will also need to account for the varying capacity of the organizations to engage.

UNCLASSIFIED

- The establishment of an engagement process with NIOs will raise expectations around the funding of specific projects in Indigenous communities. In the course of developing the engagement process, communications will be developed especially to reinforce with NIOs the point that P/Ts will be responsible for prioritizing projects under the IBAs.

RECOMMENDATION**Proposed Engagement Approach**


- INFC's engagement approach [REDACTED] and to ensure that INFC, in delivering on its mandate, contributes to the GOC's commitment to a renewed relationship with Indigenous Peoples.
 - More continuous engagement with the three NIOs would also improve our understanding of Indigenous views and infrastructure priorities, which could help inform the 5-year review of the IBAs.
- 

NEXT STEPS

- If you agree, officials will engage each NIO to evaluate their interest in co-developing a long-term engagement process with INFC, along the lines set out above.
- In addition, INFC will consult with other departments to assess current GOC trends regarding NIO participation at Ministerial and DM level F/P/T tables and the degree of Ministerial engagement. ✓



David Murchison
Assistant Deputy Minister,
Policy and Results Branch

<input checked="" type="checkbox"/> I approve.	<input type="checkbox"/> I do not approve.	<input type="checkbox"/> For discussion.
 Kelly Gillis Deputy Minister Infrastructure and Communities		Date <u>Dec 5/17</u>

Attachments:

Annex A: High-level background on GOC reconciliation

Annex B: First Nations engagement – Core Public Infrastructure Survey

Annex C: INFC engagement details

Annex A

Government-wide Reconciliation Processes

Permanent Bilateral Mechanisms with AFN, ITK, MNC

The Government of Canada is creating permanent bilateral mechanisms with the Assembly of First Nations (AFN) and First Nations, the Inuit Tapiriit Kanatami and the four Inuit Nunangat Regions, and the Métis National Council and its governing members.

In this process every year, a meeting with the Prime Minister and each of the 3 NIOs will be held to develop policy on shared priorities, and monitor progress going forward. Similar meetings with key Cabinet Ministers will take place at least twice each year.

The Prime Minister has signed three separate agreements which outline the framework for this new nation-to-nation, Inuit-Crown and Government-to-government relationship:

AFN-Canada Memorandum of Understanding on Joint Priorities

Inuit Nunangat Declaration on Inuit Crown Partnership

Canada-Métis Nation Accord

Working Group of Ministers on the Review of Laws and Policies Related to Indigenous Peoples

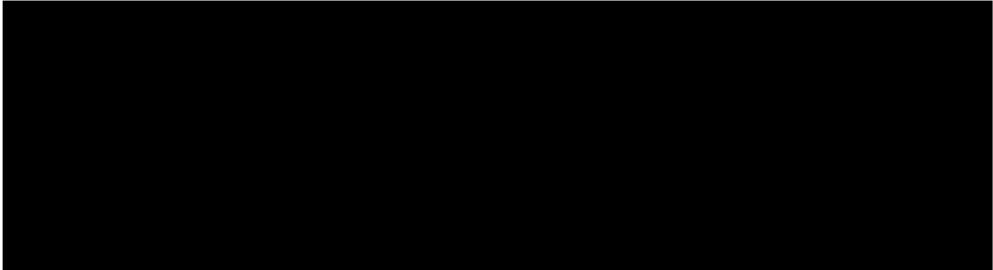
Prime Minister Trudeau announced the creation of the Working Group (WG) on February 22, 2017. The WG will examine relevant federal laws, policies, and operational practices to help ensure the Crown is meeting its constitutional obligations with respect to Aboriginal and treaty rights; adhering to international human rights standards, including the United Nations Declaration on the Rights of Indigenous Peoples; and supporting the implementation of the Truth and Reconciliation Commission's Calls to Action. It is expected that Minister Sohi will be invited to present at this committee at some time in the future.

The Minister of Justice and Attorney General of Canada, the Honourable Jody Wilson-Raybould, chairs the WG, which is comprised of seven ministers who have significant responsibilities for the relevant statutes and policies to be reviewed:

- Minister of Justice and Attorney General of Canada (Chair)
- Minister of Crown-Indigenous Relations and Northern Affairs
- Minister of Indigenous Services
- Minister of Fisheries, Oceans and the Canadian Coast Guard
- Minister of Health
- Minister of Families, Children and Social Development
- Minister of Natural Resources

Potential Implications for INFC

There will be implications for INFC as well as P/Ts:



Federal Steering Committee on Section 35 Rights Policy and Oversight

The Federal Steering Committee (FSC) is composed of members at the Assistant Deputy Minister level representing departments and agencies most involved in section 35-related negotiations and implementation processes - Section 35 of the *Constitution Act of 1982* pertains to the recognition and affirmation of the Aboriginal and treaty rights of the Aboriginal Peoples of Canada.

The Federal Steering Committee has two-streams:

- The Mandating and Approvals (FSC-MA) stream - responsible for reviewing and recommending items to the Minister and/or Cabinet; and
- The Policy and Oversight (FSC-PO) - responsible for providing oversight and direction on section 35-related negotiations and implementation processes, and policies, in addition to acting as a support role to the Deputy Ministers' Oversight Committee on Modern Treaty Implementation (DMOC). (DMOC membership aligns with membership of the Working Group of Ministers on the Review of Laws and Policies Related to Indigenous Peoples).

The FSC is supported by a Directors' General Working Group on Section 35. A working level Federal Officials Group (FOG) reviews, discusses and seeks to build consensus on section 35-related items.

Annex B

ANNEX B
Webcims 45174

BRIEFING NOTE TO THE DEPUTY MINISTER

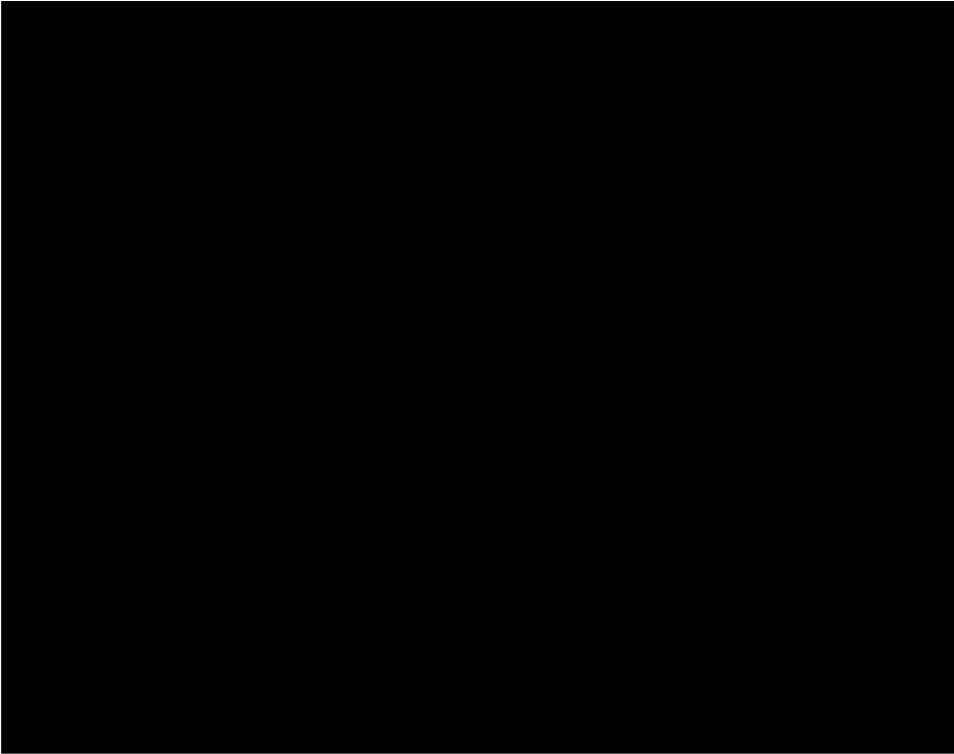
CANADA'S CORE PUBLIC INFRASTRUCTURE APPROACH TO SURVEYING FIRST NATIONS

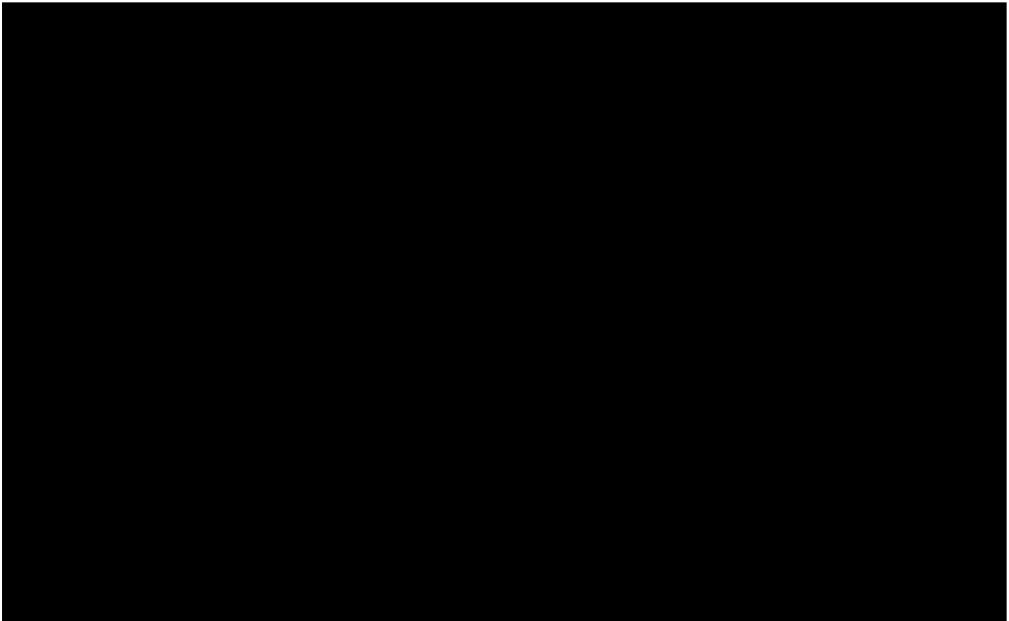
(For Information)

ISSUE

- To provide background on the approach that was taken for the tailored survey for First Nations as part of Canada's Core Public Infrastructure Survey (CCPI) to be launched on September 12th, 2017.

BACKGROUND

- Two versions of the CCPI survey have been developed. The first was launched on July 24th, 2017. The target respondents include all levels of government (i.e., provincial, territorial, regional, and municipal), in addition to off-reserve Modern Treaty and Self-Governing Indigenous Communities, Metis, and Inuit.
- 



NEXT STEPS

- The Centre for Special Business Projects who is carrying out the survey, and the Social and Aboriginal Statistics Division (SASD) at Statistics Canada are continuing to work together to ensure compliance with policies for conducting on-reserve surveys.
- INFC will continue to work with Statistics Canada to ensure a successful launch of the survey on September 12th, 2017.
- Engagement with the AFN as well as First Nations Technicians and Chiefs will be ongoing to ensure a collaborative relationship for future iterations of the survey.



Alain Desruisseaux
Assistant Deputy Minister,
Policy and Results

CCPI Timeline of Indigenous Engagement:

Action	Result/Outcome
Meetings	
In 2016, George and Monique met with INAC to discuss the survey, INAC provided feedback	INAC comments were taken into consideration.
INFC and Statscan met with AFN on April 13 th (believe George had shared surveys with them prior to this)	On April 25 th AFN shared preliminary feedback on the survey from some FNs to INFC. AFN invited INFC to present in Toronto at the Chiefs Committee on Housing and Infrastructure (CCoHI).
INFC and Statscan met on May 2 nd to go over a strategy for the presentation to CCoHI and to review the questionnaires	<ul style="list-style-type: none"> • In advance of the CCoHI the surveys were shared with the AFN to be distributed to the technicians in May for input (the deadline to provide input back to the AFN was June 1st) • INFC has since received this feedback
On May 5 th 2017 INFC had a call with INAC to further discuss data and survey work	Additional contacts within INAC were provided.
On June 12 th 2017 INFC and Statscan met with AFN in advance of a presentation on June 20 th to discuss the surveys and a strategy for the presentation	INFC presented to the Chiefs Committee on Housing and Infrastructure on June 20 th . Where it was mentioned that a tailored approach would be necessary.
On July 4 th INFC had a conference Call with the AFN and Chiefs in follow-up to the CCoHI meeting in Toronto	The chiefs provided additional comments on the survey and offered guidance on the tailored approach. INFC contacted the OFNTSC to obtain feedback from a technician-based off of a

	recommendation from this call. The technician indicated that the survey was fine to go out.
On October 12 th , INFC met with the AFN to discuss the next steps of the survey	The AFN is interested in obtaining a good response rate. INFC will follow up with the AFN once response rates become available from Statistics Canada. AFN also interested in access to information and a possible draft of the FN report when data is released.
ITK Meeting October 13 th	Gabrielle met with ITK (Inuit) to present the CCPI Survey.
Correspondence	
George reached out to the AFN and was given contact info for FNIGC	In March, 2017, INFC and Statscan met with FNIGC March 31 for information sharing on surveying on reserve.
In May Statscan provided INFC with comments and feedback from the ALAs on the survey	INFC has taken these into consideration and they have been worked into the tailored survey.
On June 13 th INFC had a follow up call with the AFN to discuss the presentation as well as a follow-up workshop for technicians preceding the Toronto presentation.	INFC and the AFN determined that due to time, a follow-up phone call would be the best option instead of a workshop.
On July 4 th 2017 INFC and Statscan participated in a follow up call from Toronto with CCoHI to discuss further changes to help tailor the survey to indigenous	<ul style="list-style-type: none"> • Work was ongoing between INFC and Statscan throughout the summer to tailor the survey to better meet the needs of Indigenous in advance of the launch on September 12th. INFC and Statscan took the feedback received from the AFN and the technicians into account • INFC was able to speak to a chief who offered advice- to seek the help of technicians from the chiefs technical organizations to look over the surveys

	<ul style="list-style-type: none"> • INFC was able to contact someone within the Ontario First Nations Technical Services Corporation (OFNTSC) who provided feedback on the survey, and indicated that the survey could go out • INFC worked to incorporate these changes into the tailored survey
INFC engaged heavily with the AFN in an email exchange that facilitated comments on the survey	INFC was able to apply these changes to the survey throughout the summer.
Engagements & Presentations (Travel)	
On June 20 th INFC made a presentation to the Chiefs Committee on Housing and Infrastructure (CCoHI) on the CCPI and the benefits to FNs in completing the survey	INFC received verbal and written comments and feedback on the survey, and these changes have been applied to the tailored survey for indigenous.
In June, ALAs were trained on the survey content to be able to assist indigenous in responding to the survey	
Gabrielle made a presentation to the ALAs during training at Statscan on the survey	ALAs provided positive feedback on the survey and the approach we were taking for engagement with FNs.
Marc attended the “Technations” conference in Thunder Bay in August	There were over 30 booths and 200 delegates. INFC was able to have discussions with technicians and were invited to speak about the survey in Rama at the All Tribal Council Large and Unaffiliated First Nations Meeting.
INFC made a presentation in Rama at the All Tribal Council Large and Unaffiliated First Nations Meeting.	<ul style="list-style-type: none"> • Overall, feedback on the survey was positive. INFC was able to make a few contacts who indicated a willingness to share additional FN data as well as a willingness to participate in the survey.

	<ul style="list-style-type: none"> • There was representation of FN technicians from across Ontario present at the meeting.
INFC attended AFN Housing and Infrastructure Forum on October 30 th .	<ul style="list-style-type: none"> • INFC was able to talk to technicians from out west who indicated a willingness to have further discussions on data- particularly around the ACRS system.

Future Activities (between now-June 2018)	
FN Researcher	INFC will be looking into work with an FN researcher to help analyze the data so that we can ensure the story for FN is being told in the right way.
Engaging with Technicians from Alberta, Saskatchewan, and Manitoba	INFC is trying to engage with TSAG (First Nations Technical Services Advisory Group) to talk about the survey and ensure that our Western counterparts have received the survey and will be able to fill it out.
Outreach on ACRS	INFC to do more research and outreach on the ACRS data program used by First Nations to see if this data is comparable to what we are seeking and if there is a way we can data share.

Annex C

INFC Engagement Overview

What we have heard

- Through previous conversations (and past meetings with modern treaty and self-governing groups), Indigenous leaders and communities report that they have difficulty accessing funds that are delivered through allocations to provinces and territories; however, this varies by province and territory (P/T). Some Indigenous recipients have indicated a direct funding relationship with INFC is preferable.
- These challenges are more pronounced for Indigenous communities with small populations and limited administrative capacity. Among the three national Indigenous organizations (NIOs):
 - INFC is not the only department seeking to improve relationships with NIOs. NIOs have reported receiving numerous requests from federal departments for engagement or ongoing dialogue.
 - The benefit for NIOs to engage with INFC may not be as obvious as for other departments or programs that offer targeted Indigenous and northern programming or support.
 - There is variability in capacity of the three principle NIOs. ITK and MNC are smaller than AFN, and for MNC in particular, the government to government relationship is still very much under development.

What INFC is doing to address gaps

- In alignment with the GOC's broader interest in improving relationships with Indigenous peoples and in securing better outcomes for Indigenous communities, INFC has changed its approach.
- INFC has made key changes to how the Investing in Canada Infrastructure Program will be delivered through Integrated Bilateral Agreements (IBAs), to facilitate improved access for Indigenous recipients. INFC has introduced new flexibilities to facilitate prioritization of Indigenous investments by P/Ts.
- INFC programming also now includes expanded eligibility for Indigenous recipients, greater stacking flexibilities, and a funding floor for dedicated social/cultural funding to benefit urban Indigenous populations.
- Moving forward, INFC would jointly explore with Indigenous partners mechanisms of longer-term engagement as INFC programming is implemented to improve greater access to funding for Indigenous recipients.

- This aligns with some Modern Treaty/Self-Governing (MT/SG) agreements that include obligations pertaining to engagement on program design and delivery.

Past INFC Engagement Timeline

- **July 2016:** As a first stage of engagement with Indigenous partners, an invitation was sent to seven National Indigenous Organizations (NIOs) to participate in INFC's online public engagement process. According to the INFRAConsults report, none of the organizations submitted feedback.
- **September 2016:** A call between MT/SG groups, INFC, INAC and the Land Claims Agreement Coalition (LCAC) was held. (LCAC is an advocacy organization established to ensure that comprehensive land claims and associated self-government agreements are respected, honoured and fully implemented).
 - The call was to initiate dialogue on infrastructure priorities, challenges in accessing funding, and seek suggestions for building partnerships between the federal government and MT/SG groups. Although communications to MT/SG members were facilitated through the LCAC, not all MT/SG groups were represented on the call.
- **November 2016:** As follow-up to the September call, the Minister received letters containing recommendations from some MT/SGs on how infrastructure funding and programming should be handled to improve access by MT/SG groups. One key recommendation was for INFC to work directly with MT/SGs rather than provincial and territorial governments, to respect the Nation-to-Nation approach.
- Since **the Budget 2017 announcement**, some correspondence has been exchanged between the Minister and senior INFC officials and various Indigenous organizations and communities. As well, some face to face meetings have taken place between INFC senior officials, the Minister and select Indigenous organizations and communities.
- **Canada's Core Public Infrastructure Survey** includes a specific component delivered to First Nations communities on-reserve. Engagement on this was undertaken with Assembly of First Nations and it's Chiefs Committee on Housing and Infrastructure to help fine-tune the survey and facilitate it's roll-out to communities. (Cross-reference 45174 note to Minister)
- **NIO meetings:** In October 2017 meetings have been held with Assembly of First Nations and Inuit Tapiriit Kanatami, and a meeting with Métis National Congress is being planned.
- **Smart Cities Challenge:** Since its announcement by the Prime Minister on June 2nd, the Smart Cities team has engaged in a dialogue with number of groups, organizations and communities to seek advice on the design of the smart cities challenge particularly with regards to the Indigenous component. In addition to seeking advice on design, INFC is also communicating the benefits of participating in the challenge and its relevance and potential for positive impacts for the quality of life of residents. Engagement activities that have taken place so far include:

- Discussion with INAC to seek input and strategic considerations on engaging with the National Indigenous organizations and other groups and to ensure balanced outreach.
- Meetings with the leads from national organisations for guidance and clarity around priorities and issues (including Assembly of First Nations, Inuit Tapiriit Kanatami, Métis National Council).
- Engage organizations with knowledge and experience in developing and implementing programs within indigenous communities (ex. Martin Family Initiative, First Nation Information Governance Center, INAC, Stratos Inc.).
- Identify and engage with high capacity First Nations, Métis and Inuit communities to provide context around the program, encourage broad-based, cross-sectoral participation in the Smart Cities Challenge and explore ways to connect with the potential applicants. (e.g. Mohawk council of Akwesasne, Carcross/Tagish, Manitoba Metis Federation).
- Ongoing efforts to reach out to interested stakeholders continue. See Annex for list of engagement to date.

Expanded List of NIOs

- Due to the diversity of Indigenous populations and their governance structures, it would be important to engage broadly to avoid gaps in INFC engagement. The following organizations are recommended:

Key Federal Government-recognized NIOs

- **Assembly of First Nations**
- **Inuit Tapiriit Kanatami**
- **Métis National Council**

Expanded list of Indigenous organizations

- Alberta Metis Settlements (self-governing, not part of MNC)
- Native Women's Association of Canada
- Congress of Aboriginal Peoples
- Land Claims Agreements Coalition
- Pauktuutit Inuit Women's Association
- National Association of Friendship Centres
- First Nation Information Governance Centre
- First Nations Education Council
- AFOA Canada (Aboriginal Financial Officers Association of Canada)
- First Nation Financial organisations

INFC Funding to “Aboriginal Recipients” as of November 7, 2017 (since 2005)

As of November 2017, over 300 projects that benefit Indigenous communities, with a total funding contribution of approximately \$200,000,000 from all sources (more than 90,000 000 from INFC), have been funded through INFC programming.

Caveat: These numbers are approximate and could change. Definition of “Aboriginal Recipients” is also subject to interpretation and could thus be coded inconsistently.

Funding Program	Project Count	Total INFC Program Contribution
CWWF (Clean Water and Wastewater Fund)	239	\$10,589,927
SCF (New Building Canada Fund - Small Communities Fund)	37	\$26,153,038
NRP (New Building Canada Fund - National and Regional Projects)	2	\$8,232,000
CC (Building Canada Fund: Communities Component)	1	\$4,140,657
MRIF (Municipal-Rural Infrastructure Fund)	15	\$10,526,502
CSIF (Canada Strategic Infrastructure Fund)	3	\$33,076,825
NRT (National Recreational Trails Program)	5	\$115,280
Grand Total	302	\$92,834,229

**Deputy Minister Coordinating Committee on the Investing in Canada Plan
(DMCC)**

Record of Decision

Meeting of October 19, 2017

Attendees:

- **Kelly Gillis (Chair)**, Deputy Minister, Infrastructure Canada
- **Richard Botham**, Assistant Deputy Minister, Finance Canada
- **Graham Flack**, Deputy Minister, Heritage Canada
- **Marc Fortin**, Assistant Deputy Minister, Program Operations, Infrastructure Canada
- **Glenn Hargrove**, Director of Operations, Privy Council Office
- **Philip Jennings**, Associate Deputy Minister, Natural Resources Canada
- **Matt Jones**, Assistant Deputy Minister, Environment and Climate Change Canada
- **Michael Keenan**, Deputy Minister, Transport Canada
- **Yazmine Laroche**, Associate Deputy Minister, Infrastructure Canada
- **André Loranger**, Assistant Chief Statistician, Statistics Canada
- **Matthew Mendelsohn**, Deputy Secretary to the Cabinet, Privy Council Office
- **David Murchison**, Assistant Deputy Minister, Policy and Results, Infrastructure Canada
- **Jane Pearce**, Assistant Secretary, Treasury Board Secretariat
- **Vincent Rigby**, Associate Deputy Minister, Public Safety Canada
- **Benoit Robidoux**, Associate Deputy Minister, Employment and Social Development Canada
- **Kevin Stringer**, Associate Deputy Minister, Fisheries and Oceans Canada
- **Michel Tremblay**, Senior Vice-President, Canada Mortgage and Housing Corporation

Observers:

- **Elizabeth Dayler**, Senior Analyst, Infrastructure Canada
- **Alain Desruisseaux**, Director General, Infrastructure Canada
- **Donna Mandeville**, Manager, Infrastructure Canada

Item #	Decisions / Action Items
(1) Approve ROD from previous meeting as well as changes to TORs (DMCC and ICC)	<ul style="list-style-type: none"> DM Gillis sought comments and approval of the Record of Decision (ROD) from July 18 DMCC and the two Terms of Reference (TORs) [DMCC and Investing in Canada Committee (ICC)]. <ul style="list-style-type: none"> There were no comments on the ROD from the July 18, 2017 DMCC and the DMCC or ICC TORs. Decisions: The ROD from July 18 was approved as was the DMCC TOR approved. The ICC TOR recommended for approval. Action: INFC to table ICC TOR [REDACTED] with a recommendation for approval from DMCC.
(3) Horizontal reporting	<ul style="list-style-type: none"> The ADM, Policy and Results, INFC provided an update on horizontal reporting, with a focus on the IICP horizontal website, including a website demo. <ul style="list-style-type: none"> The update included an overview of the components of the IICP horizontal website, focusing on how the full \$186 B is represented on the landing page and how projects are mapped on the investment map. A demo was provided to demonstrate the functionality of the site and the types of information that would be available at launch. Overall, there was positive feedback from attendees on the website. Action: INFC will resolve how to communicate the full \$186 B of the IICP, recognizing that only projects funded under new funding from Budgets 2016 and 2017 that are in line with the scope of the Charter will be mapped.
(4) Engagement with PTs, other	<ul style="list-style-type: none"> DM Gillis provided INFC's implementation updates and turned to her

Item #	Decisions / Action Items
stakeholders and project proponents	<p>colleagues to provide updates.</p> <ul style="list-style-type: none"> ○ Overall progress is good with considerable activity ongoing, including continued engagement with Provinces and Territories (PTs) and First Nations. All programs so far on schedule for launch before or at the start of FY 2018-19. • No actions or decisions.
(5) Next Steps	<div style="background-color: black; height: 80px; width: 100%;"></div> <ul style="list-style-type: none"> • DM will engage committee members before website launch.

Comité de coordination des sous-ministres sur le plan Investir dans le Canada (CCSM)

Compte rendu des décisions

Réunion du mercredi, 19 octobre 2017

Présents

- **Kelly Gillis (présidente)**, sous-ministre, Infrastructure Canada
- **Richard Botham**, sous-ministre adjoint, Finances Canada
- **Graham Flack**, sous-ministre, Patrimoine canadien
- **Marc Fortin**, sous-ministre adjoint, Opérations des programmes, Infrastructure Canada
- **Glenn Hargrove**, directeur des opérations, Bureau du Conseil privé
- **Philip Jennings**, sous-ministre délégué, Ressources naturelles Canada
- **Matt Jones**, sous-ministre adjoint, Environnement et Changement climatique Canada
- **Michael Keenan**, sous-ministre, Transports Canada
- **Yazmine Laroche**, sous-ministre déléguée, Infrastructure Canada
- **André Loranger**, statisticien en chef adjoint, Statistique Canada
- **Matthew Mendelsohn**, sous-secrétaire du Cabinet, Bureau du conseil Privé
- **David Murchison**, sous-ministre adjoint, Politiques et résultats, Infrastructure Canada
- **Jane Pearse**, secrétaire adjointe, Secrétariat du Conseil du Trésor
- **Vincent Rigby**, sous-ministre délégué, Sécurité publique Canada
- **Benoit Robidoux**, sous-ministre délégué, Emploi et Développement social Canada
- **Kevin Stringer**, sous-ministre délégué, Pêches et Océans Canada
- **Michel Tremblay**, premier vice-président, Société canadienne d'hypothèques et de logement

Observateurs

- **Elizabeth Dayler**, analyste principale, Infrastructure Canada
- **Alain Desruisseaux**, directeur général, Infrastructure Canada
- **Donna Mandeville**, gestionnaire, Infrastructure Canada

Point	Décisions/mesures
(1) Approbation du compte rendu des décisions de la réunion précédente ainsi que des changements apportés aux mandats (CCSM et le Comité d'Investir dans le Canada [CIC]).	<ul style="list-style-type: none"> La sous-ministre (SM) Gillis sollicite des commentaires sur le compte rendu des décisions (CRD) de la réunion du CCSM du 18 juillet ainsi que les deux mandats (CCSM et CIC), et souhaite les faire approuver. <ul style="list-style-type: none"> Aucun commentaire n'est formulé sur le CRD de la réunion du CCSM du 18 juillet 2017 ainsi que les mandats du CCSM et du CIC. Décisions : Le CRD de la réunion du 18 juillet et le mandat du CCSM sont approuvés. On recommande d'approuver le mandat du CIC. Mesure : INFC présentera le mandat du CIC [REDACTED] et précisera que le CCSM recommande son approbation.
(3) Rapports horizontaux	<ul style="list-style-type: none"> Le SMA, Politiques et résultats, INFC, fait le point sur les rapports horizontaux, et met l'accent sur le site Web horizontal du plan Investir dans le Canada, y compris une démonstration du site Web. <ul style="list-style-type: none"> Le point comprend un aperçu des éléments du site Web horizontal du plan Investir dans le Canada, et précise comment la totalité des 186 milliards de dollars est représentée sur la page de renvoi et comment les projets sont représentés sur la carte des investissements. Une démonstration est faite pour prouver la fonctionnalité du site et les types de renseignements qui seront disponibles lors du lancement. En général, la rétroaction des participants à l'égard du site Web est positive.

Point	Décisions/mesures
	<ul style="list-style-type: none"> • Mesure : INFC trouvera un moyen de communiquer la totalité des 186 milliards de dollars du plan Investir dans le Canada, soulignant que seuls les projets financés au titre du nouveau financement des budgets de 2016 et de 2017 qui cadrent avec la portée de la Charte seront représentés sur la carte.
(4) Collaboration avec les PT, d'autres intervenants et des promoteurs de projet	<ul style="list-style-type: none"> • La SM Gillis fait le point sur la mise en œuvre d'INFC et demande à ses collègues de faire de même. <ul style="list-style-type: none"> ○ Globalement, des progrès sont accomplis et de nombreuses activités sont en cours, y compris la collaboration continue avec les provinces et les territoires (PT) ainsi que les Premières Nations. Jusqu'à maintenant, tous les programmes devraient être lancés avant le début de l'exercice 2018-2019 ou au début de celui-ci. • Aucune mesure de suivi et décision
(5) Prochaines étapes	<div data-bbox="342 618 1151 781" style="background-color: black; height: 100px;"></div> <ul style="list-style-type: none"> • La SM rencontrera les membres du Comité avant le lancement du site Web.